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SUBJECT: FMSAC's Situation Report Concerning Professional Personnel in the 1970's

d. Average times-in-grade were decided for "comers", "average", and "below average" at each grade level.

3. Over the next couple of months the FMSAC Career Panel will consider the actions needed to resolve the identifiable problem areas. Actions to be considered will include, but not be limited to, the following:


a. reconsideration of the time-in-grade periods previously established;

b. the adoption of a truly competitive evaluation system for the promotion of all professionals GS-09 and above;

c. consideration of the yearly input level of junior officers to offset the anticipated gap at the GS-11 level during the period FY 1976-1980;

d. consideration of job rotation and training needs of junior personnel to prepare them for middle and senior level management positions;

e. consider what action must be taken or recommended in those cases where employees have been identified as "goers", e.g., down-grading, initiation of selection out procedures, etc.


Administrative Officer
Foreign Missile and Space Analysis Center

Attachments:

a/s

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